



General Assembly

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Sixty-ninth session
Fifth Committee
Agenda item 113 (d)
**Appointments to fill vacancies in subsidiary
organs and other appointments**

Appointment of members of the International Civil Service Commission

Note by the Secretary-General

1. As indicated in document A/69/104, the General Assembly will be required, at its current session, to appoint five persons to fill the vacancies that will occur in the membership of the International Civil Service Commission beginning on 1 January 2015.
2. The members of the Commission whose terms of office expire on 31 December 2014 are:

Kingston Papie Rhodes (Sierra Leone) (Chair);
Marie-Françoise Bechtel (France);
Emmanuel Oti Boateng (Ghana);
Carleen Gardner (Jamaica);
Eugeniusz Wyzner (Poland).

Thus, the members to be appointed should come from the following regions:

- Two members from the African States;
One member from the Eastern European States;
One member from the Latin American and Caribbean States;
One member from the Western European and other States.
3. Candidatures have been received from the following Member States:
- (a) From the African States (two vacancies):
Emmanuel Oti Boateng (Ghana);
Kingston Papie Rhodes (Sierra Leone);
 - (b) From the Eastern European States (one vacancy):
Eugeniusz Wyzner (Poland);
 - (c) From the Latin American and Caribbean States (one vacancy):
Carleen Gardner (Jamaica);



- (d) From the Western European and other States (one vacancy):

Marie-Françoise Bechtel (France).

4. The appointment of the members of the Commission is governed by the provisions of articles 3, 4 and 5 of its statute. Pursuant to those provisions, and in accordance with paragraphs 3 and 4 of section II of General Assembly resolution 43/226, the Secretary-General has undertaken consultations with Member States, through the Chairs of the various regional groups, with the executive heads of the other organizations, with staff representatives through the Federation of International Civil Servants' Associations and the Coordinating Committee for International Staff Unions and Associations of the United Nations System and with the Advisory Committee on Administrative and Budgetary Questions.

5. Regarding consultations among Member States, Mr. Rhodes has been endorsed by the African States, Mr. Wyzner by the Eastern European States, Ms. Gardner by the Latin American and Caribbean States and Ms. Bechtel by the Western European and other States.

6. Thus, the Secretary-General hereby submits to the Fifth Committee for its consideration the list of candidates nominated for membership in the International Civil Service Commission for a four-year term of office beginning on 1 January 2015:

- (a) From the African States:

Emmanuel Oti Boateng (Ghana);
Kingston Papie Rhodes (Sierra Leone);

- (b) From the Eastern European States:

Eugeniusz Wyzner (Poland);

- (c) From the Latin American and Caribbean States:

Carleen Gardner (Jamaica);

- (d) From the Western European and other States:

Marie-Françoise Bechtel (France).

7. The candidates' curricula vitae are set out in the annex to the present note.

Annex

Curricula vitae*

Emmanuel Oti Boateng (Ghana)

Daasebre Professor (Emeritus) Emmanuel Oti Boateng is a respected traditional ruler and leader, an eminent national and international executive, and a renowned scholar.

He was enstooled in 1992 as Omanhene (Traditional King) of the New Juaben State of Ghana with the royal title of "Daasebre", which means "His Benevolence". Before occupying the Stool, he held the high office of Government Statistician, a position he occupied with distinction for a record period of nearly 18 years (1982-2000).

Daasebre holds the degrees of Bachelor of Science with honours in Economics from the University of Ghana, Master of Science in Statistics from the London School of Economics and Political Science and a Philosophy Doctorate in Statistics from the University of Liverpool, United Kingdom of Great Britain and Northern Ireland. Daasebre (Professor) Oti Boateng developed in his doctoral thesis an algebraic algorithm for the exact inverse of symmetric tri-diagonal matrices. He has over 80 technical publications to his credit in the areas of statistics, computing, governance, economics, population and policy issues.

His work experience began in 1963 with the largest bank in Germany, the Deutsche Bank, in its foreign department in Frankfurt. In 1966, he worked with the Boston Edison Company in the United States of America and produced a classic statistical analysis of Boston Edison's economic progress relative to the United States economy.

As Government Statistician, Daasebre rebuilt the Ghana Statistical Service to an enviable position as one of the best in Africa. During his tenure, he coordinated and supervised the production of over 350 statistical publications which informed important national policy decisions. He successfully conducted the 1984 Population Census of Ghana during a period of difficult economic conditions.

Daasebre was a member of the United Nations Statistical Commission from 1983 to 1998 and became the first African to be elected as Chair of the Commission in 1987. In January 1993, Daasebre was also elected the first African Chairman of the International Conference of Labour Statisticians at its fifteenth session in Geneva.

As Traditional Ruler, he combines the dual roles of administration and adjudication; mobilizing his people for development and settling disputes among them, chairing and sitting on various Judicial Committees at the regional and national levels. Daasebre has remarkably strengthened the New Juaben Traditional Council as a local institution for the prosperity of the people.

The genesis of the annual celebration of the African Statistics Day on 18 November is linked to Professor Oti Boateng's original proposal of the idea, which was supported by the Economic Community of West African States (ECOWAS) Directors of Statistics meeting in Accra in 1987 under his

* Curricula vitae are issued without formal editing.

chairmanship. The proposal was endorsed by ECOWAS ministers and subsequently adopted by the African Union.

During the first term of the Fourth Republic (1993-1997), Daasebre was elected as a member of the Council of State. He is a member of the National House of Chiefs and Chairman of its Finance Committee. He is the immediate past President of the Eastern Regional House of Chiefs.

Daasebre has served on a number of important national bodies, including the National Development Planning Commission (1993-2000), the National Population Council (2002-2009), the Volta River Authority Board (2001-2007), the Community Water and Sanitation Agency (2006-2010), the National Judiciary Review Committee on Traditional Adjudication (2010-2011) and the Ghana AIDS Commission (since 2009).

As a member of the Constituent Assembly in 1978 and 1979, Daasebre not only contributed significantly to the drafting of the 1979 Republican Constitution but also succeeded in getting his recommendation for the establishment of an autonomous Ghana Statistical Service accepted by the Assembly, which eventually led to the promulgation of the Statistical Service Law of 1985.

For 16 years (1983-1999), Daasebre was a member of the National Tripartite Committee for the negotiation of national minimum wages and other conditions of employment and served as Chairman of its Technical Subcommittee for the period.

Daasebre has been a member of the International Civil Service Commission since 2003 and has made significant contributions to the Commission's deliberations, including the review and rationalization of the common system allowances and benefits, monitoring the pilot study and broad banding pay for performance. Before this appointment, Daasebre had served with assiduity on the Commission's Advisory Committee on Post Adjustment Questions for a period of 10 years (1993-2003).

On 23 September 2003, the All Nations University in Koforidua conferred on Daasebre the distinguished title of Professor (Emeritus) of Statistics. In October 2005, Daasebre delivered his Inaugural Lecture at the All Nations University in Koforidua on the topic "Electoral Boundaries Review and Population Census Periodicity: The Need for Precision and Synchronicity in the Process", which provided a compelling case to establish a precise legal periodicity to regulate the conduct of population censuses in the country.

Daasebre's excellent academic achievement and experience in the field of statistics earned him the recognition of the "International Leaders in Achievement", published by the International Biographical Centre (IBC) in Cambridge, United Kingdom, in 1988. He has also been appointed to the renowned position of Honorary Director General of IBC.

Daasebre's teaching experience started in 1964 as mathematics tutor at Opoku Ware Secondary School in Kumasi. From 1969 to 1982, he was appointed a Senior Research Fellow and Director of Studies at the Institute of Statistical, Social and Economic Research, University of Ghana, where he lectured in statistics, economics, data processing and computer programming. In June 2007, he was honoured with the Distinguished Service Award by the Economics Department of the University of Ghana for his outstanding contributions to the teaching and practice of Statistics.

In July 2008, Daasebre received the National Award of the Order of the Volta (Civil Division) for his public service and traditional leadership. On 31 July

2008, he received the key to the City of Rochester in New York State, United States, from Mayor Robert J. Duffy in recognition of his promotion of twin sister-city relations. Again in 2008, the Daasebre (Professor) E. Oti Boateng Foundation was established by the American Biographical Institute to honour distinguished statisticians worldwide.

Daasebre is the author of the book entitled *Barack Obama — Africa's Gift To The World*, written in July 2009 to commemorate the historic visit of President Barack Obama, the first African-American President, to Ghana and Africa.

Daasebre's experience as a United Nations commissioner surviving the Santiago 8.8 magnitude earthquake of 27 February 2010 inspired him to develop an innovative model entitled "A Root Based Model for Disaster Risk Reduction and Sustainable Community Development" to assist humanity to prepare for a better tomorrow.

On 21 August 2010, Daasebre was conferred as Vice-Chancellor of the World Academy of Letters within the Halls of St. John's College, Cambridge University, United Kingdom, at the 2010 World Forum.

In March 2012, Daasebre was among a seven-member United Nations commissioners' mission to war-torn Afghanistan to interact with the United Nations personnel with a view to improving their general welfare and boosting their morale. Daasebre took part in similar United Nations missions carried out in 2008 in the then conflict areas of Côte d'Ivoire and Liberia.

On 19 April 2012, Daasebre honoured a singular invitation from the Rt. Hon. Lord David Alton of Liverpool to visit the British House of Lords, the ancient citadel of democracy in the United Kingdom.

Daasebre Prof. (Emeritus) Oti Boateng is the author of "Development in Unity Vol. One", published in 2013, which is a compendium of research works, published articles, speeches, seminar presentations, radio broadcasts and addresses written by him over the past 40 years. In these articles, the author combines his rich scholarly background and his deep understanding of complex traditional, national and international issues in addressing pertinent development challenges that face humankind.

Daasebre attained an iconic status in Ghana's revered chieftaincy and cultural history following his pioneering role and exceptional feat of institutionalizing a traditional festival in Post-Independence Ghana — the Akwantukese or the Great Migration — which brings into contemporary prominence a missing historic event of a major part of Ashanti history in Ghana.

As Chancellor of All Nations University, Daasebre has laid a visionary leadership foundation to anchor the University as a global centre of excellence in his indigenous traditional state with the historic space launch of the first miniature satellite (CAMSAT) by an African University south of the Sahara in May 2013.

In April 2013, the President of Ghana appointed Daasebre as a member of the Presidential Task Force charged with the responsibility of preparing the grounds for the establishment of a public University in the Eastern Region of Ghana.

On 17 December 2013, Daasebre was honoured with the conferment of the topmost award of Distinguished Fellow (DF) by the Distinguished Scholars of Africa in recognition of his unparalleled exploits in academia, international civil service and cultural activism in Africa.

Expanding on the 2010 Root-Based Model, Daasebre is currently developing a Root-Based Economic Development (r-BED) Model, as a systemic integrated communal development model that will utilize time-tested indigenous institutions of governance and internalized community support systems to build self-secured local economies in a sustainable manner.

Kingston Papie Rhodes (Sierra Leone)

Kingston P. Rhodes currently serves as Chair of the International Civil Service Commission (ICSC), which was established by the General Assembly for the regulation and coordination of the conditions of service of the United Nations common system organizations. Mr. Rhodes is responsible for directing the work of the Commission and its secretariat in developing a single unified international civil service through the application of common personnel standards, methods and arrangements. In the exercise of his functions he chairs the biannual sessions of the Commission and promulgates the decisions of the Commission for implementation by the executive heads of the common system organizations.

Under his leadership, the Commission has emphasized its central role in strengthening human resources systems in United Nations organizations. Recent examples of major initiatives undertaken by ICSC under his leadership include the harmonization of conditions of service for United Nations common system staff serving in non-family duty stations, the publication of revised Standards of Conduct for the International Civil Service and the development of frameworks, both for human resources management and for performance management.

Mr. Rhodes served from January 2000 to December 2004 as ICSC Executive Secretary (Chief Administrative Officer), during which time he managed the ICSC secretariat and directed the development of compensation and human resources policies. He was the Commission's interlocutor in the informal sessions of the General Assembly's Fifth Committee where he provided technical clarifications of the Commission's views and recommendations as contained in its annual reports. Mr. Rhodes also served as Joint Secretary to the Panel on the Strengthening of the International Civil Service, a high-level group appointed by the Secretary-General to review the functioning of the Commission.

Between 1980 and 1999 Mr. Rhodes served in increasingly responsible positions in the ICSC secretariat. His first appointment was as statistician in the Cost-of-Living Division and later as Research Officer on pay and benefits issues in the Salaries and Allowances Division. In 1992, Mr. Rhodes returned to the Cost-of-Living Division as Deputy Chief and in 1995 was appointed Chief of that Division and Secretary of the Advisory Committee on Post Adjustment Questions, an expert panel that advises the Commission on matters of statistical methodology. In that role he directed work on the United Nations worldwide system of equalizing the purchasing power of staff salaries. He also provided technical advice to the Commission on statistical matters and significantly expanded professional contacts with leading statistical agencies throughout the world.

Between 1969 and 1980, Mr. Rhodes served in the Sierra Leone national civil service, where his last post was acting Deputy Director of the Central Statistics Office. During this period he was also engaged part-time in the academic sector as lecturer in quantitative methods at the Department of Economics, University of Sierra Leone; lecturer in statistics for administrative officers at the Civil Service Training College; assistant course director at the Munich Centre for Advanced Training in Statistics; and consultant statistician to the University of California on the 1978 national nutrition survey in Sierra Leone, subsequent to which he spent 1979 on attachment to the United States Bureau of the Census and the United States Bureau of Labour Statistics.

Mr. Rhodes was the representative of the Government of Sierra Leone in 2006 to the Fifth Committee at the sixty-first session of the General Assembly. In the early 1970s he was Sierra Leone's representative to the fifth and seventh sessions of the United Nations Africa Commission on Agricultural Statistics and Vice-Chair of the seventh session.

Mr. Rhodes holds postgraduate degrees from the Moscow Institute for Economics and Statistics and from George Washington University, Washington, D.C.

In 2012, Mr. Rhodes received Sierra Leone's Presidential Award, the Order of the Rokel, in recognition of his outstanding services to the international community. In the same year, he was awarded an honorary doctorate degree (honoris causa) by the Moscow State Institute of International Relations for his contribution to the strengthening of peace, international cooperation and friendly relations among nations.

Mr. Rhodes works in English, Russian and French.

Eugeniusz Wyzner (Poland)

Education

Law degree (International Law), Warsaw University;

Post-graduate studies at the Hague Academy of International Law

Executive and personnel management responsibilities in public administration (art. 3 of the ICSC statute)

He has served as member of the International Civil Service Commission, including a term as its Vice-Chair.

At the United Nations Secretariat, he served as Under-Secretary-General for Public Information (1992-1993) and Under-Secretary-General for Conference Services and Special Assignments (1982-1992). While managing those two large departments, he was personally involved in the development and implementation of various reform and efficiency measures, in order to provide professional and effective conference and information services to Member States.

Over a long period of time, he participated in the work of United Nations bodies dealing with various aspects of personnel issues. He was Chairman of the Appointments and Promotion Board (1991-1993), of the Steering Committee for the Improvement of the Status of Women in the Secretariat (1989-1992), and of the Publications Board (1982-1993). He was also a member of the Programme Planning and Budgeting Board (1984-1993), and the Secretariat Group on Administrative Reform (1983-1984).

In his country's Civil and Foreign Service, he held a wide range of posts requiring managerial competence. In 1998 and 1999 he served as Ambassador, Permanent Representative of Poland to the United Nations. He was the Secretary of State and First Deputy Minister for Foreign Affairs of Poland in 1996 and 1997. In 1994 and 1995, he was the Parliamentary Secretary and Deputy Minister for Foreign Affairs of Poland. During that period (1994-1997), he was Vice-Chairman of his country's delegation to the General Assembly.

After serving his country as Permanent Representative to the United Nations Office and other international organizations in Geneva, he became Director of the Department of International Organizations in the Ministry of Foreign Affairs of Poland. His executive career at the Ministry of Foreign Affairs began as Head of the Treaties Section. Later, he became Director (1972) of the Ministry's Legal and Treaties Department.

Other professional and United Nations activities

Delegate to numerous sessions of the General Assembly and of the Economic and Social Council

Chair, Preparatory Committee for the 2000 Review Conference of the Parties to the Treaty on the Non-Proliferation of Nuclear Weapons

United Nations Commissioner-General for Expo 1993, which took place in the Republic of Korea

Chair, United Nations Exhibits Committee (1992-1993)

Chair, United Nations Senior Advisory Board on Services to the Public (1992-1993)

Chair, International Annual Meeting on Language Arrangements, Documentation and Publications (1982-1991)

Chair, United Nations Disarmament Commission (1982)

Chair, Legal Subcommittee, United Nations Committee on the Peaceful Uses of Outer Space (until 1982)

Also, member of the Boards of Directors of the International Peace Academy (New York), of the International Institute of Space Law (Paris), and of the International Congress Institute (Salzburg)

Other functions in Poland

Currently Vice-President, Jan Karski Society; Member of the Ambassadors Board, European Academy of Diplomacy

Vice-Chairman, Poland's Committee on the Observance of the Fiftieth Anniversary of the United Nations (1994-1996)

Chairman, Governmental Board on the Implementation of the Convention on the Prohibition of Chemical Weapons (1996-1997)

Member, Committee on Space Research, Polish Academy of Sciences (1996-1997)

Decorations and citations

Numerous Polish decorations, including Grand Commander's Cross of the Order of Polonia Restituta and title of Ambassador ad personam; Order of the Légion d'Honneur awarded by the President of France; Order of the Phoenix awarded by the President of Greece; testimonial from the United Nations Secretary-General in recognition of dedicated service in support of the United Nations peacekeeping operations

Publications

Writings on various international subjects, including the United Nations

Languages

Polish, English, French, Russian

Carleen Gardner (Jamaica)

Ms. Gardner was elected by the United Nations General Assembly to serve as a member of the International Civil Service Commission (ICSC) from January 2011 to December 2014. She is a member of the Commission's Working Group on the Revision of the Human Resources Management Framework of the United Nations and the Working Group on the Review of the Remuneration Structure of the United Nations Compensation System.

A human resources management professional, Ms. Gardner has extensive regional and international experience in job evaluation, compensation, salary surveys, organization design and development, performance management and staff development. She has a strong academic and consulting background, in addition to having several years of management experience in the United Nations common system.

Education

M.A. Organizational Management, George Washington University, United States, 1987.

M.A. Education, Howard University, United States, 1972.

B.A. French and Sociology, Howard University, United States, 1970.

Other training

Monitoring and Evaluation of Development Projects — International Programme for Development Evaluation Training (IPDET), Carleton University/World Bank, Canada, 2006.

Project Management, ESI International/George Washington University, United States, 2006.

Negotiating Change, Harvard University, United States, 1997.

Management Consulting, University of Delft (RVB), Netherlands, 1982.

Countries of work experience

Afghanistan, Antigua, Barbados, Côte d'Ivoire, Democratic Republic of the Congo, Gambia, India, Italy, Jamaica, Libya, Kenya, Nigeria, Rwanda, Senegal, South Africa, Thailand and Trinidad and Tobago.

Membership in professional organizations and public service

- International Development Evaluation Association.
- Jamaica's Salary Review Board.
- Productivity Council.
- Project Monitoring Board of Government of Jamaica.
- Executive Committee Institute of Management Consultants of Jamaica (former member).

Languages

English (mother tongue), French and Italian (fluent), Spanish (fair)

Employment record

- 2007-2009 **Chief Executive Officer, UWI Consulting, University of the West Indies, Jamaica**
- Mobilized the intellectual resources of the University of the West Indies (UWI) to provide consulting services to Governments, international organizations and the private sector in the Caribbean region. Conducted assignments for:
- Department of Economic and Social Affairs of the United Nations Secretariat, on human resources management and effectiveness of development programmes
 - Office of the Special Adviser to the Secretary-General on Gender Issues and Advancement of Women on governance options for the establishment of the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women)
 - Department of Political Affairs of the United Nations Secretariat, on a strategic framework for United Nations-Caribbean Community (CARICOM) collaboration
- Coordinated assignments for the European Union and the HEART Trust/National Training Agency (HEART/NTA) Banana Retraining Programme.
- Directed the design of the Canada/CARICOM Leadership Development Programme for the Canadian International Development Agency (CIDA).
- 2004-2006 **Deputy Executive Director, United Nations Office for Project Services (UNOPS), New York**
- Directed the global operations for project management services to United Nations organizations and to Governments.
- 2000-2004 **Assistant Director General, Food and Agriculture Organization of the United Nations (FAO), Rome**
- Directed the Department of General Affairs and Information to achieve visibility for FAO and to mobilize support for the global fight against hunger. Was also elected Secretary-General to the FAO Conference and Council.
- 1998-2000 **Director, Human Resources Management, FAO, Rome**
- Directed human resources management to achieve the strategic goals of the organization.
- Represented FAO at meetings of the International Civil Service Commission.
- Member of the ICSC Working Group that prepared the first Framework for Human Resources Management.
- Member of the Board of the United Nations System Staff College.

- 1995-1998 **Deputy Director, Human Resources Management, United Nations Development Programme, New York**
 Assisted the Director of Human Resources in achieving strategic goals for human resources management, including transformation of the Division of Personnel to the Division of Human Resources Management.
 Implemented a competency-based performance appraisal and assessment centre for United Nations resident coordinators.
- 1994-1995 **Senior Fellow, Mona Institute of Business (now Mona School of Business and Management), University of the West Indies, Jamaica**
 Taught Human Resources Management at the graduate level.
 Established a consulting network to provide the services of the Business School to the Government and the private sector.
- 1990-1993 **Managing Director, Hillcrest House Management Consultants, Kingston**
 Provided consulting services on public sector reform, institutional strengthening and human resources development to the Government and the private sector.
- 1988-1990 **Director, Canadian Cooperation Office, Kingston**
 Set up and managed the programme support office for the Canadian International Development Agency's programme in Jamaica.
- 1980-1987 **Senior Manager, KPMG Peat Marwick, Kingston**
 Managed the Organization Development service of this "Big Four" consulting firm in Jamaica; provided services in compensation and job evaluation, organization restructuring, personnel policies and procedures, salary surveys and management audits.
- 1977-1980 **Self-employed Consulting Sociologist, Jamaica**
 Conducted sociological surveys and social feasibility studies for international donor agencies such as the United States Agency for International Development (USAID), FAO and others.
- 1973-1977 **Social Planner, Government of Jamaica**
 Conducted social surveys and prepared social development plans for rural and urban development programmes in Jamaica.

Marie-Françoise Bechtel (France)

I. Principal professional functions and activities

Since June 2012: Deputy in the French National Assembly, Vice-Chair of the Legislation Committee

From 2003 to 2012: Member of the Conseil d'Etat (which is legal adviser to the Government and France's supreme administrative court)

Member of the Council of State's Interior Section

- Legal adviser to the Government on administration
- Statutes of civil servants and public employees, local government authorities
- Justice, home affairs and immigration
- Culture and communication, education and universities

Member of the Council of State's Litigation Section

- Court of last resort judge for litigation related to local government authorities (structures, financing, personnel management), environmental issues, local and European elections

From 2000 to 2003: Director of ENA (National School of Public Administration)

- Management of the public institution (finances, personnel, policymaking, definition of national projects and international cooperation projects)
- Organization of the recruitment and training of students, who will serve as administrators in all French civil service areas
- Conduct of missions for international cooperation in the training of administrators, notably in Western and Eastern Europe, China, Lebanon and the Syrian Arab Republic

From 1999 to 2000: Legal Adviser to the Minister of the Interior

From 1993 to 1999: "Maître des Requêtes" and later "Conseiller d'Etat" at the French Council of State

- Assessor at the Council of State's Litigation Section (litigation on urban planning, all issues relating to overseas territories, and the State civil service)

From 1992 to 1993: Adviser to the Minister of Justice

- On constitutional issues and statuses of personnel under public law (prison officers, specialist educators, non-magistrate staff in tribunals and courts)

From 1986 to 1992: "Maître des Requêtes" at the French Council of State

- Legal adviser to the Government (issues referred to the Interior Section) and litigation judge (in the taxation field)

From 1984 to 1986: Adviser to the Minister for Education and Higher Education

- On all issues relating to private teaching establishments (financing, teacher status, control)

From 1980 to 1986: "Auditeur" and later "Maître des Requêtes" at the French Council of State

II. Other public activities

Since 2010: Member of the International Civil Service Commission (ICSC), participation in annual sessions

Participation in working groups:

- 2010 — Lisbon: pensions/margin adjustment
- 2012 — Moscow: pension reforms (benchmarking)
- 2014 — Geneva: performance remuneration systems
- March 2012 — participated in the mission to the United Nations Assistance Mission in Afghanistan (UNAMA) in Kabul (human resources management, issue of rest and recuperation travel, allowances and benefits)

From 2002 to 2009: Member of the United Nations Committee of Experts in Public Administration (CEPA)

- Spoke at CEPA annual meetings on issues of governance, including a presentation in 2009 on "The management of human resources: global challenges and recommendations" (Gestion des ressources humaines: enjeux globaux et recommandations) in the form of a comparative study
- Participated in the fifth Global Forum on Reinventing Government, held in Mexico City in November 2003

From 2004 to 2012: Chamber President at the National Court of Asylum (CNDA) of France

From 1990 to 2003:

- Member of the Tribunal des conflits (Court of Arbitration) from 1997 to 1999
- Member and general rapporteur of the Advisory Committee for the revision of the French Constitution (Comité consultatif pour la révision de la Constitution) from 1992 to 1993
- Rapporteur at the Military Pension Commission (Commission des pensions militaires) from 1980 to 1982

From 1983 to 1990: Senior Lecturer at the Paris Institute of Political Studies (IEP — Sciences Po Paris)

III. Publications

Revue française d'administration publique (ENA) (French Journal of Public Administration): from 1986 to 1999, wrote columns on most areas relating to public administration and policy.

Cahiers de la fonction publique et de l'administration (Journal of the Civil Service and Administration): "La réforme de l'ENA" (Reform of ENA), 2003; "L'évaluation des fonctionnaires au mérite et le principe du concours" (Merit rating of civil servants and the competitive examination principle), 2004.

IV. Public speeches

Spoke at the French National Assembly, its Legislation Committee, and in the media on issues of justice, decentralization, security, civil service, education and higher education.



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Fifth Committee

Agenda item 113 (e)

Appointments to fill vacancies in subsidiary organs and other appointments

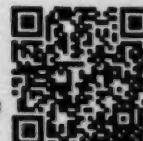
Appointment of members of the Independent Audit Advisory Committee

Note by the Secretary-General

1. As indicated in document A/69/105 of 27 March 2014, the General Assembly, at its current session, will be required to appoint three persons, no two of whom shall be nationals of the same State, on the basis of equitable geographical representation, personal qualifications and experience, to fill the vacancies that will arise in the membership of the Independent Audit Advisory Committee, for a three-year term of office¹ beginning on 1 January 2015.
2. The following individuals have been nominated by their respective Governments for appointment or reappointment to the Independent Audit Advisory Committee:

Richard Quartei Quartey (Ghana)
J. Christopher Mihm (United States of America)
3. The candidates' curricula vitae are contained in the annex to the present note.

¹ Members shall serve for three years and can be re-elected for a second and final term of three years.



Annex**Curricula vitae*****Richard Quartey Quartey (Ghana)****Auditor General of Ghana**

Richard Quartey Quartey is a Chartered Accountant and a member of the Institute of Chartered Accountants (Ghana), and a product of the University of Ghana, Legon, Business School. He joined the Office of the Auditor General, Ghana, in 1976, and worked in all the departments of the Office before his appointment as Auditor General in 2010.

Between 1994 and 1999, he carried out audit assignments at United Nations Headquarters, New York, in the United Nations Children's Fund, the United Nations Joint Staff Pension Fund, United Nations peacekeeping operations, and the International Criminal Tribunal for Rwanda in Arusha, United Republic of Tanzania. He has served on a number of committees and interview panels of public sector institutions. He represented the Auditor General's Office on the Accounting Standards Committee of the Institute of Chartered Accountants (Ghana) in 2005.

Mr. Quartey has participated in many international forums, including International Organization of Supreme Audit Institutions (INTOSAI) conferences, Commonwealth Auditors General conferences and meetings of the African Organization of Supreme Audit Institutions (AFROSAI). He presented a paper on the topic "What makes for an effective Supreme Audit Institution" at the second Commonwealth Parliamentary Association Westminster Workshop in London in 2012.

He is the current chairman of the Audit Committee of AFROSAI-E, a subregional body of AFROSAI, and has since 2010 chaired the Audit Working Group (a subcommittee of the Public Financial Management System of the Government of Ghana) where Development Partners (Multi-Donor Budget Support Group) meet to discuss the governance aspect of donor support to Ghana.

Under his leadership the Auditor General's Office of Ghana developed a strategic plan for the period 2010-2014 and is currently leading a team to update the plan for 2015-2019.

Mr. Quartey has been the External Auditor of the International Maritime Organization for the period from July 2012 to June 2016 as well as External Auditor to the International Organization of Supreme Audit Institutions (INTOSAI).

He has the requisite skills and experience for international engagements.

* Curricula vitae are issued without formal editing.

J. Christopher Mihm (United States of America)

Managing Director, Strategic Issues

Professional experience

Managing Director, Strategic Issues, United States Government Accountability Office (GAO), 2004-present. Leads the conception, development, and issuance of over 50 GAO reports and testimonies each year on topics as diverse as governance, collaboration, and public sector transformations; strategic planning and performance measurement; risk management; public budgeting; human capital management; intergovernmental issues; regulatory policy; and federal tax policy and administration. Strategic Issues has a diverse, multidisciplinary staff of over 150 in four locations — Washington, D.C., Atlanta, Boston, and San Francisco. Strategic Issues' work has resulted in billions of dollars in documented savings and hundreds of other results. Recent major leadership responsibilities include:

- GAO's assessments of the effectiveness of the implementation of the Government Performance and Results Act Modernization Act of 2010 which focuses on strategic planning, performance management, and inter-agency collaboration.
- GAO's "High Risk" programme that identifies the federal programmes and operations most at risk and vulnerable to waste, fraud, abuse, mismanagement or in need of fundamental transformation and evaluates and monitors actions to address those risks.
- GAO's monitoring, evaluation, and internal control assessments of the implementation of the American Recovery and Reinvestment Act's over \$280 billion in expenditures that flowed through states and local governments. GAO's efforts involved several hundred staff working out of 17 states in 2009 and 2010, directly resulting in improved performance, strengthened internal controls, and better transparency and accountability.

International oversight and audit experiences include:

- Member of the United States delegation to the XXI International Congress of Supreme Audit Institutions, 2013, in Beijing, lead United States executive staff negotiator of the enacted Beijing Declaration on "Promotion of Good Governance by Supreme Audit Institutions".
- GAO representative to the International Organization of Supreme Audit Institutions (INTOSAI) Working Group on Key National Indicators (KNI). The Working Group publishes guidance and best practices on the role of SAIs in the design, use, and assessments of KNIs, 2010-present.
- Lead executive supporting the INTOSAI Task Force on Strategic Planning in developing the INTOSAI Strategic Plan for the period 2017-2022, 2014-present.
- GAO representative to the INTOSAI Global Financial Crisis Task Force subteam on how audit institutions could contribute to ensuring the adequacy of government actions during and in the immediate aftermath of a future financial crisis, 2010-2012.

- Member of the United States delegation to the XIX International Congress of Supreme Audit Institutions, 2007, in Mexico City. Lead author and United States executive staff negotiator of enacted accords concerning "Performance Assessment Systems Based on Key Indicators".

Chair, United Nations Independent Audit Advisory Committee, 2013-present. The Committee advises the United Nations General Assembly on the scope, results, and effectiveness of internal audit and other oversight functions, especially the Office of Internal Oversight Services (OIOS); on measures to ensure United Nations management's compliance with audit and other oversight recommendations; and on various risk management, internal control, operational, and accounting and disclosure issues. The Committee has five members elected by the General Assembly. I was elected based on the nomination of the 28 countries that form the group of Western European and other States. My three-year term on the Committee runs through 2014 with eligibility for re-election.

Director, Strategic Issues, United States General Accounting Office, 1997-2004. Led GAO's work on results-oriented management — including implementation of the Government Performance and Results Act (GPRA) of 1993 — strategic human capital management, organizational transformation, and related public management and governance issues. Frequent witness at congressional hearings on public administration and governance and lead executive author of numerous reports to the Congress.

International oversight and audit experience included:

- Member of the United States delegation to the XVII INCOSAI, in 2001 in Seoul. Lead author and United States executive staff negotiator of enacted accords concerning "The Contributions of Supreme Audit Institutions to Administrative and Government Reforms".

Management and staff positions in GAO, 1983-1997. Authored numerous reports and testimony statements for GAO witnesses for congressional hearings on federal management, GPRA, the Decennial Census, and the District of Columbia city government. Principal author of major GAO reports, such as *Executive Guide: Effectively Implementing the Government Performance and Results Act*, 1996, and *The Government Performance and Results Act: 1997 Governmentwide Implementation Will Be Uneven*, 1997.

Other professional activities

Adjunct Lecturer, University of Maryland School of Public Policy. Teach courses on performance management for the graduate programme in public policy and for the international executive education graduate programme, 2011-present.

Executive education and subject matter expert in performance auditing, governance, and performance management. For example:

- Risk Management and Internal Control: Good Governance and the Performance Assessment of Government Agencies, Academy of Public Administration under the President of Kazakhstan, 12-14 May 2014.
- Globalized Governance and Public Sector Management Reform, The Maxwell School of Citizenship and Public Affairs, Syracuse University, Executive Program in Leadership in the Public Sector, periodic executive education

programme lectures and training for public sector officials from India, China, the Russian Federation, and elsewhere, 2011-present.

- Building Public-Private Partnerships, assisted Professor David M. VanSlyke, The National League of Cities 2012 Congressional City Conference, Leadership Training Institute, March 2012.
- Performance audit and performance budgeting, The World Bank, The Russian Federation Ministry of Finance, Moscow, March 2011.

Fellow, National Academy of Public Administration (NAPA), 2001-present. Chairman, NAPA Board of Directors, 2008-2010; Member, Board of Directors, 2005-2011; Project Panel Chair, "Achieving Green and Health Homes and Communities in America: A Report Following the National Dialogue on Green and Healthy Homes", March 2011; Conference Chair, 2007 Annual Meeting; Panel Chair, The Performance Consortium, 2001-2003. www.napawash.org

Trustee on Board of Directors, Irving Horowitz Foundation for Social Policy, 2013-present.

Member, Board of Editors, *Public Administration Review*, 2012-present.

Member, Board of Directors, *The Public Manager*, 2010-present, and member, Board of Editors, 2011-present.

Member, Advisory Board, American University, Master of Public Policy/Master of Public Administration programme, 2011-present.

Frequent speaker at national conferences on performance auditing, risk management, governance, and results-oriented management and often interviewed by print and electronic media on those and related issues.

Guest lecturer in graduate and undergraduate classes in public management at various universities.

Non-GAO publications

"Conversations with Leaders" transcribed interview in *The Business of Government*, The IBM Center for the Business of Government, Spring 2014.

"Virtual Reorganization: Results Mapping and Collaboration", *The Public Manager*, Summer 2011.

"Commentary on 'The Obama Administration and PBB: Building on the Legacy of Federal Performance-Informed Budgeting?' by Prof. Phil Joyce", *Public Administration Review*, vol. 71, No. 3, May/June 2011.

"Expanded Visions and Tool Kits for Today's Growing Governance Challenges", A Review of *Strategic Public Management: Best Practices from Government and Nonprofit Organizations*, edited by Howard R. Balanoff and Warren Master, *The Public Manager*, Spring 2011.

"Conversations with Leaders" transcribed interview in *The Business of Government*, The IBM Center for the Business of Government, Fall/Winter 2008.

"Theory to Practice Commentary on Fernandez and Rainey: Managing Successful Organizational Change in the Public Sector: An Agenda for Research and Practice", *Public Administration Review* (web version), March/April 2006. Reprinted in

"Managing Successful Organizational Change in the Public Sector", in *Debating Public Administration: Management Challenges, Choices, and Opportunities*, edited by Robert F. Durant and Jennifer R. S. Durant, ASPA Series in Public Administration and Policy, CRC Press, 2012.

"Beyond Plans, Promises, and Good Intentions: Instilling Results-Oriented Management in Federal Agencies", in *Meeting the Challenges of Performance-Oriented Government*, edited by Kathryn Newcomer, et. al., The American Society for Public Administration/Center for Accountability and Performance, 2002.

"Implementing GPRA: Progress and Challenges", in *Quicker, Better, Cheaper*, edited by Dall W. Forsythe, Rockefeller Institute Press, 2001.

"Getting Ready for Performance Reporting", *The Public Manager*, Fall 1999.

"Improving the Usefulness of Annual Performance Plans", *The Public Manager*, Fall 1998.

"Next Steps to Implementing the Results Act", *The Public Manager*, Fall 1997.

"GPRA and the New Dialogue", *The Public Manager*, Winter 1995/96.

"The Government Performance and Results Act: A Framework for Results-Oriented Management", *OPM Message to the SES*, August 1994.

"The Decennial Census: An Agenda for Change", *Journal of Government Information*, vol. 21, No. 1, 1994.

Education

BA, Georgetown University, 1981 (political theory), magna cum laude.

University of Virginia, Thomas Jefferson Foundation Graduate Fellow in Political Theory, 1981-1983.

Awards

Chamber of Accounts of the Russian Federation, Certificate of Merit for Fostering International Collaboration, 2013.

GAO-United States Corps of Engineers Blacks in Government (BIG) Chapter, Managing for Excellence Award, 2007.

Harry Hatry Distinguished Performance Measurement Practice Award, Center for Accountability and Performance, American Society for Public Administration, March 2003.

Elmer B. Staats Award — American Society for Public Administration, National Capital Area Chapter, 1998.

Alva and Gunnar Myrdal Award for Government Service — American Evaluation Association 1998.

Arthur S. Flemming Award, 1994.

Numerous internal GAO awards and recognition.



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Agenda item 144
Administration of justice at the United Nations

Letter dated 29 October 2014 from the President of the General Assembly to the Chair of the Fifth Committee

I have the honour to transmit herewith, a letter from the Chair of the Sixth Committee, Tuvako Nathaniel Manongi, on the administration of justice at the United Nations (see annex).

(Signed) Sam K. Kutesa

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Please recycle



Annex

I have the honour to write to you with regard to agenda item 144, "Administration of justice at the United Nations".

It will be recalled that at its 2nd plenary meeting, on 19 September 2014, the General Assembly, upon the recommendation of the General Committee, referred the agenda item to both the Fifth and Sixth Committees. In paragraph 44 of resolution 68/254, the Assembly invited the Sixth Committee to consider the legal aspects of the report to be submitted by the Secretary-General, without prejudice to the role of the Fifth Committee as the Main Committee entrusted with responsibility for administrative and budgetary matters.

The Sixth Committee considered the item at its 16th plenary meeting, on 21 October 2014, as well as in informal consultations, held on 21, 22, 23 and 24 October. In addition to considering the report of the Secretary-General on the administration of justice at the United Nations (A/69/227), the Committee had before it the report of the Internal Justice Council (A/69/205), which included annexes containing the memorandums submitted by the judges of the United Nations Dispute Tribunal (and of the United Nations Appeals Tribunal) and the report of the Secretary-General on activities of the Office of the United Nations Ombudsman and Mediation Services (A/69/126). I should draw your attention to a number of specific issues related to the legal aspects of those reports, as discussed in the Sixth Committee.

Delegations thanked the Secretary-General for his comprehensive report submitted pursuant to resolution 68/254 and for the facts and figures provided therein on the work of the different parts of the system. Delegations noted with satisfaction how all parts of the system appeared to be functioning and delivering the expected results.

On the issue concerning the privileges and immunities of the judges of the Tribunals (see A/69/227, annex V), delegations supported the proposal by the Secretary-General to clarify, for ease of reference, the scope of the immunities of the judges in the statutes of the Tribunals. Delegations noted, however, that in terms of substance the proposals did not go beyond confirming the legal status quo and did not address any of the concerns expressed by the judges, as outlined in the memorandums of the judges and supported by the Internal Justice Council (see A/69/205). Delegations recalled that the granting of privileges and immunities under international law should follow the functions that the individual working on behalf of the United Nations performs. Since both types of judges undertake the same kind of work for the United Nations it was hard to understand why the immunities enjoyed by the judges of the Dispute Tribunal under section 18 of the General Convention on Privileges and Immunities of the United Nations differed so markedly from those of the judges of the Appeals Tribunal under section 22. It was suggested that some of the differences might result from the fact that the judges of the United Nations Dispute Tribunal — unlike the judges of the United Nations Appeals Tribunal, who performed their official duties for limited periods of time only — worked at their duty stations on a full-time basis, like other Secretariat officials. However, other differentiations, such as the protection against arrest or the inviolability of documents, which under section 22 of the General Convention are granted to judges of the Appeals Tribunal but not to judges of the Dispute Tribunal falling under section 18, seemed to be less evident. Delegations asked whether

better harmonization of the immunities for both groups of judges was indeed legally possible while fully respecting the decision by the General Assembly that any changes concerning the immunities of the judges should not entail a change of their current rank or conditions of service. The Committee thus recommends that a request be made to the Secretary-General to review the issue of harmonization and that a proposal be submitted to the General Assembly when the agenda item is considered next.

Concerning the question of a code of conduct for external legal representatives (see A/69/227, annex VI), delegations thanked the Secretary-General for the draft contained in annex VI. Bearing in mind the purpose of the code, namely, to provide standards of conduct for individuals who act as representatives in proceedings before the Tribunals, delegations questioned the usefulness of a separate code exclusively for legal representatives who were not staff members of the United Nations. Delegations also noted the need to clarify questions concerning the authority to enforce the code, including the relationship between the code and other disciplinary mechanisms that might be applicable. It was emphasized that the standards of appropriate conduct on the part of counsel in a given situation before any of the Tribunals were similar and that it would be difficult for the judge to apply different standards flowing from different legal bases depending on the professional affiliation of the person acting as a legal representative. Delegations recalled that both the judges of the Dispute Tribunal in their memorandum submitted to the sixty-eighth session of the General Assembly (see A/68/306, annex II) and the Internal Justice Council had advocated a single code to cover all types of legal representatives appearing before the Tribunals. It was also recalled that the Sixth Committee, in its letter to the Chair of the Fifth Committee at the sixty-eighth session (A/C.5/68/11) had underlined that, for the sake of clarity and predictability, all individuals acting as legal representatives should be subject to the same standards of professional conduct. Delegations acknowledged, however, that the Assembly, in its resolution 67/241, had requested the Secretary-General to submit a proposal for a code of conduct for external counsel. They nevertheless saw merit in reconsidering the issue with a view to combining in a single text the standards to be followed by staff members acting as legal representatives on the one hand and external legal representatives on the other, while not interfering with other lines of disciplinary authority.

In respect of the proposed amendment concerning the qualifications of judges serving on the Appeals Tribunal (see A/69/227, annex IV), delegations welcomed the proposed changes, which would allow for a wider range of candidates to be attracted and would broaden the professional expertise represented in the Tribunal, as suggested by the Internal Justice Council in its report to the sixty-eighth session (A/68/306). Some delegations wondered, however, whether the proposed text might be too complicated in its practical implementation. Other delegations recalled that at the time of adopting the statute of the Appeals Tribunal, the General Assembly had placed particular emphasis on the need to ensure practical judicial experience. They expressed concern that, in the proposed new version of article 3, the consideration of academic experience might overshadow the consideration of practical judicial experience.

The Committee recommends that the proposed amendment to article 3 (as contained in A/69/227, annex IV) be redrafted, as follows:

3. To be eligible for appointment as a judge, a person shall:

(a) Be of high moral character and impartial;

(b) Possess at least 15 years of aggregate judicial experience in the field of administrative law, employment law or the equivalent within one or more national or international jurisdictions. Relevant academic experience, when combined with practical experience in arbitration or the equivalent, may be taken into account towards 5 of the qualifying 15 years ~~At least five of the 15 years must be as a judge in a court or tribunal with substantial appellate jurisdiction;~~

(c) Be fluent, both orally and in writing, in at least one of the working languages of the Appeals Tribunal. ~~and, on appointment, be in a state of health appropriate for effective service during the entirety of the proposed term of appointment.~~

Delegations welcomed the proposal of the Secretary-General for a mechanism for addressing potential complaints under the code of conduct for the judges of the Tribunals (see A/69/227, annex VII) and expressed their basic agreement with the proposed text. Questions were raised, however, on a number of details. It was pointed out that paragraphs 1 and 5 differed in describing the scope of application of the mechanism. Whereas paragraph 1 referred to allegations regarding "misconduct or incapacity of a judge" in general, paragraph 5 referred to a matter of "incapacity or misconduct in the performance of official duties" and continued to expand the scope of the mechanism by indicating "or, more generally, conduct unbecoming of a judge". It was proposed that the two paragraphs be harmonized and brought in line with the code of conduct. Some delegations saw the need for a provision on the confidentiality and/or any publication of the proceedings, especially in cases where allegations of misconduct turned out to be unfounded. Other delegations expressed concern that the complaints mechanism as proposed in paragraph 7 would also cover violations of the Staff Rules and Regulations, which were promulgated — and could be amended at any time — not by the General Assembly, but by the Secretary-General, as one of the parties to the proceedings. They therefore proposed deleting that part of the paragraph. Some delegations questioned whether there was a need to regulate the conduct of other persons representing the complainant or the judge during the proceedings, referred to in paragraphs 9 and 16 of the draft code. Delegations also supported a proposal to change the title as follows: "Mechanism for addressing complaints regarding alleged misconduct or incapacity of judges of the United Nations Dispute Tribunal and the United Nations Appeals Tribunal in the performance of their official duties". The Committee recommends that a request be made to the Secretary-General to submit, at its next session, a revised draft that takes into account the proposals made.

The Committee took note of the information provided in the report of the Secretary-General (A/69/227), at the request of the General Assembly, concerning the issue of compensation for moral damages. Delegations recalled the standing practice of the Tribunals and their predecessor, the United Nations Administrative Tribunal, regarding that matter, as reported by the Secretary-General in his report submitted to the Assembly at its sixty-eighth session (A/68/346), as well as the results of the inquiry undertaken by the Secretary-General concerning the practice of other international and national tribunals in that regard (A/68/346). It was noted that the notion of "compensation" as contained in article 10, paragraph 5 (b), of the

statute of the Dispute Tribunal and article 9, paragraph 1 (b), of the statute of the Appeals Tribunal covered a variety of types of harm, but prevented the Tribunals from awarding exemplary or punitive damages (see article 10, para. 7, and article 9, para. 3, respectively). Some delegations expressed concern that in some cases the Tribunals had awarded compensation for moral damages even though there had been no evidence to substantiate such damage, based on the Tribunals finding that an entitlement to compensation arises simply because the Tribunals considered the breach of the staff member's rights to be of a fundamental nature. Those delegations proposed addressing the issue by amending article 10, paragraph 5 (b), of the statute of the Dispute Tribunal and article 9, paragraph 1 (b), of the statute of the Appeals Tribunal as follows:

Statute of the United Nations Dispute Tribunal

Article 10, paragraph 5: "As part of its judgement, the Dispute Tribunal may only order ..."

Article 10, paragraph 5 (b): "Compensation for harm, supported by evidence, ..."

Statute of the United Nations Appeals Tribunal

Article 9, paragraph 1: "The Appeals Tribunal may only order ..."

Article 9, paragraph 1 (b): "Compensation for harm, supported by evidence, ..."

On the issue of the appealability of interlocutory or interim judgements and orders under the provisions of statutes of the Tribunals and the effects of the issue on the operations of the Dispute Tribunal, the Committee took note of the information provided by the Secretary-General and the Internal Justice Council. Delegations thanked the Internal Justice Council for its detailed analysis of the relevant jurisprudence. Some delegations were of the view that the issue would be best addressed through an amendment of the relevant articles of the statutes of both Tribunals, with a view to making clear that, in general, orders share the appealability of judgements, except with regard to case management orders or directives, so as to enable the Tribunals to continue to advance their work without having to wait for an eventual decision of the Appeals Tribunal. Those delegations proposed redrafting article 11.3 and the respective article in the statute of the Appeals Tribunal by inserting, in the first sentence of article 11, paragraph 3, of the statute of the Dispute Tribunal, the words "and orders" after the word "judgements" and to add at the end of the paragraph a sentence reading "Case management orders or directives shall be executable immediately".

Concerning the proposal of the Secretary-General to extend the mandate of the ad litem judges until December 2015, delegations acknowledged that the extension of the positions of three ad litem judges — which would keep the number of full-time judges working on the current caseload of the Dispute Tribunal to six — was a necessary temporary measure aimed at ensuring the continued delivery of justice. Referring to an earlier report of the Internal Justice Council (A/67/98) and the previous consideration of the issue by the Sixth Committee in 2012 (see A/C.5/67/9), delegations reiterated their concern about the legal aspects of the situation and emphasized the need to find a long-term solution to the question of the composition

of the Dispute Tribunal that would ensure the sustained efficiency of the formal system's performance. The Committee recommends that the issue be covered by the envisaged interim assessment, which, as proposed by the Secretary-General, would also address systemic issues for the operation of the system of administration of justice and resource requirements.

The Sixth Committee took note of the information provided by the Secretary-General, at the request of the General Assembly, in his report on the activities of the Office of the United Nations Ombudsman and Mediation Services (A/69/126) regarding the handling of complaints by non-staff personnel and welcomed the particular interest expressed in the issue by the Advisory Committee on Administrative and Budgetary Questions. Delegations recalled that the Sixth Committee had repeatedly highlighted that the United Nations should ensure that effective remedies were available to all categories of United Nations personnel and had recommended that the question be addressed in the envisaged interim assessment. In that context, delegations also recalled that the General Assembly had requested the Secretary-General to promulgate the revised terms of reference for the Office of the United Nations Ombudsman and Mediation Services, after full consultation, as soon as possible.

Concerning the terms of reference for the interim assessment, the Sixth Committee requested that the list of documents to be considered by the independent experts (see A/69/227, annex II, para. 1 (d)) be amended to contain also the results of the deliberations of the Sixth Committee on the legal aspects of the agenda item entitled "Administration of justice at the United Nations", as mandated by the General Assembly and contained in the letters of the Chair of the Sixth Committee to the President of the General Assembly.

Delegations noted with concern the difficulties caused for the system of administration of justice by self-represented applicants, as reported by the Tribunals and the Secretary-General. The Committee welcomed all efforts reported by the different parts of the system of administration of justice to inform staff about available sources of legal and other advice and about the possibilities to secure representation in the system. Delegations also urged the Secretariat to continue to provide information on the role and functioning of the various parts of the system and the possibilities it offered to address work-related complaints. The Committee encouraged all parties to a work-related dispute to make all efforts to settle it early on in the informal system, without prejudice to the right of each staff member to submit a complaint also for review in the formal system.

The Committee noted with appreciation the information concerning recent and ongoing improvements of the search engine of the Tribunals. Full and accurate availability of, and easy access to, the jurisprudence of the Tribunals had an important legal dimension since it allowed staff and management, as well as anyone acting as a legal representative, to inform themselves about the latest developments of the jurisprudence, to establish precedents that could guide the assessment of other cases and to better understand relevant rules and regulations as applied by the Tribunals.

The Committee recommended that the General Assembly include the item entitled "Administration of justice at the United Nations" in the provisional agenda of its seventieth session.

It would be appreciated if the present letter could be brought to the attention of the Chair of the Fifth Committee and be circulated as a document of the General Assembly, under agenda item 144, "Administration of justice at the United Nations".

(Signed) Tuvako Nathaniel Manongi
Chair of the Sixth Committee at the sixty-ninth
session of the General Assembly
